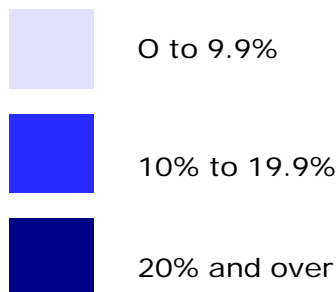
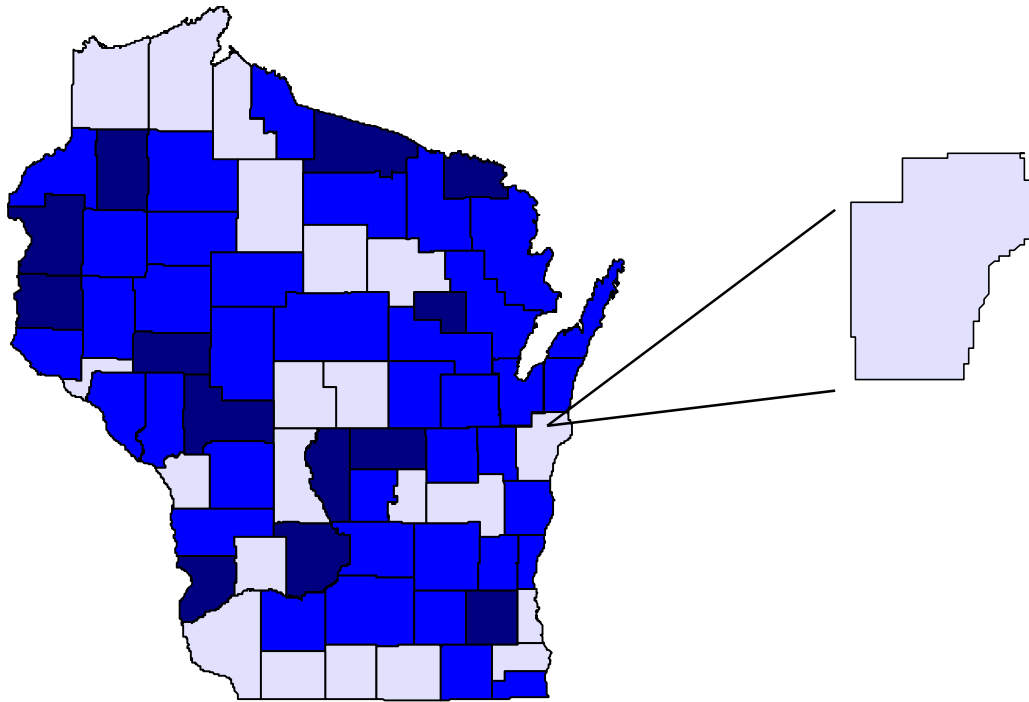


# Manitowoc County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development  
Division of Workforce Solutions  
Bureau of Workforce Information  
October 2001



State of Wisconsin  
Department of Workforce Development

## Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Manitowoc County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,  
Dick Seidemann, by telephone (920-208-5809) or email ([seider@dwd.state.wi.us](mailto:seider@dwd.state.wi.us)).

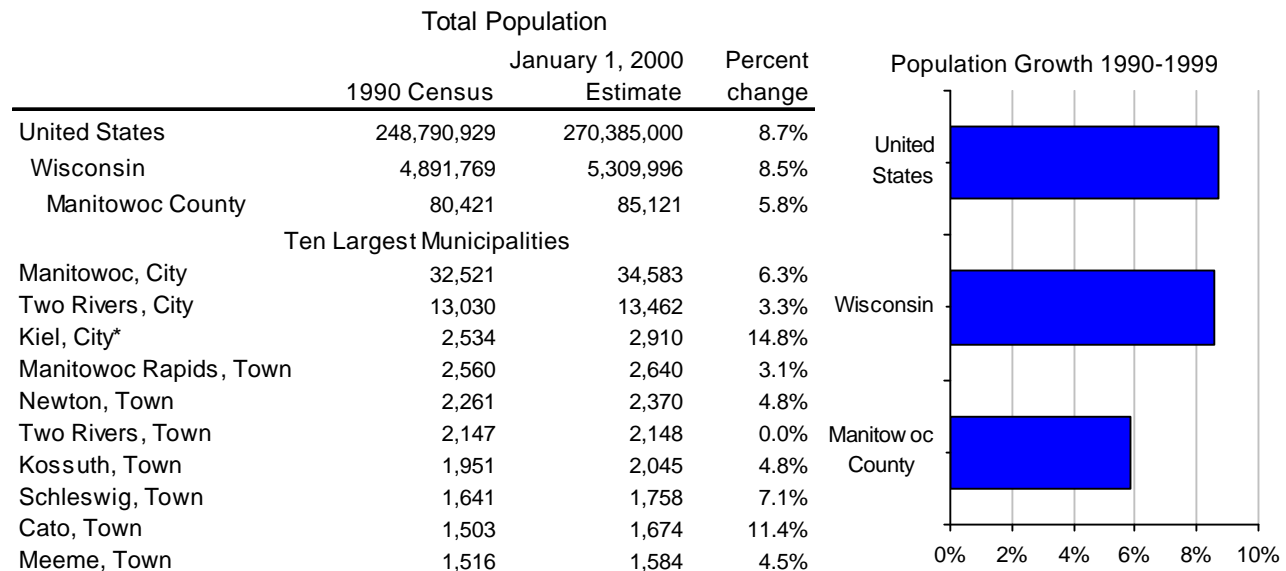
DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

## Manitowoc County Population and Civilian Labor Force

The population in Manitowoc County grew slower than the State of Wisconsin or the nation did during the 1990's. It did fair better during this decade than it did during the 1980's where the population in the county actually declined.

Nearly 70 percent of the 4,700 population increase has come from individuals moving into the county. This is not uncommon in Wisconsin, which has an aging population, with many individuals being past the prime child bearing age. Population growth has to depend on migration to the area, which often requires recruitment and efforts to have individuals that have left after school to return to the area and raise a family.

The City of Manitowoc, while not having the fastest growth rate in the county, did have the largest increase in population with an increase of nearly 2,000 residents. The portion of the City of Kiel that lies in Manitowoc experienced the fastest growth rate during the decade in the county, growing 14.8 percent.



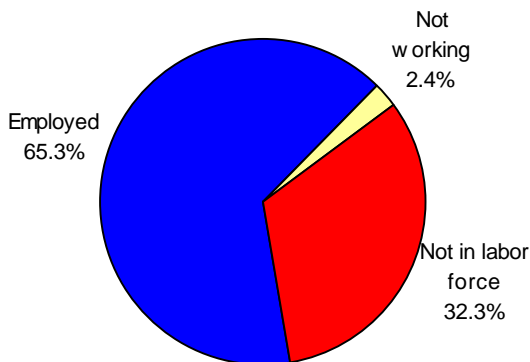
\* Manitowoc County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (The number of unemployed is not the same as the number of people not working. People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

Between 1990 and 1999 the number of individuals in the labor force grew at a smaller rate than the overall population. The labor force was up 5.5 percent from 1990. This contrasts with a decrease of the labor force during the last five years. The change over the last few years on labor force size has most likely been a result of companies such as Paragon closing. Not all workers found other jobs. Some left the labor force due to retirement, or discouragement that there may not have been work available. Others may just have felt that this was a good time to leave the labor force.

1999 Labor Force Participation



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

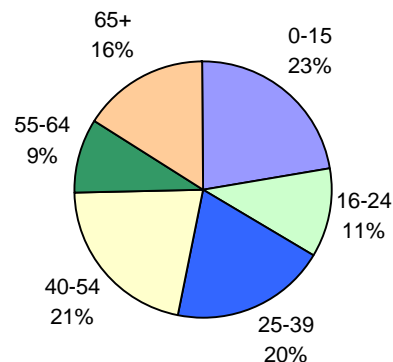
The term used to describe the relationship between the labor force and population is the participation rate. Between 1998 and 1999 the percent of labor force aged individuals in the labor market has decreased. In 1998, Manitowoc County's participation rate was 70.7 percent. During 1999, the rate has dropped to 67.7 percent. This is lower than the rate for the State of Wisconsin, but still higher than the United States. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are affected by the availability of jobs, culture, and demographic conditions.

At this time, the population is relatively well balanced. During the next ten years, there should be enough replacement workers for those that will reach retirement age. This is good for the short term, but a concern is the decrease in the number in the 25 to 39 year age bracket. This group as it moves through the years will be the leaders in the area. As it is smaller, it means that there may be fewer individuals in the 40-54 age level in the next decade. And this is usually the period where workers have optimized their skills and earning power in the community. Although the number in the youngest age group (0—15) is larger than the 40—54 age group, it is not a given that when these individuals reach labor force age that they will remain in the area.

Manitowoc County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	19,187	19,104	-0.4%
16-24	9,162	9,464	3.3%
25-39	18,496	16,692	-9.8%
40-54	13,336	18,124	35.9%
55-64	7,425	7,921	6.7%
65+	12,815	13,817	7.8%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



Manitowoc County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	44,400	44,800	44,700	44,700	45,500	43,700
Employed	42,200	42,800	42,800	43,000	44,000	42,200
Unemployed	2,160	2,080	1,880	1,690	1,590	1,550
Unemployment Rate	4.9%	4.6%	4.2%	3.8%	3.5%	3.6%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

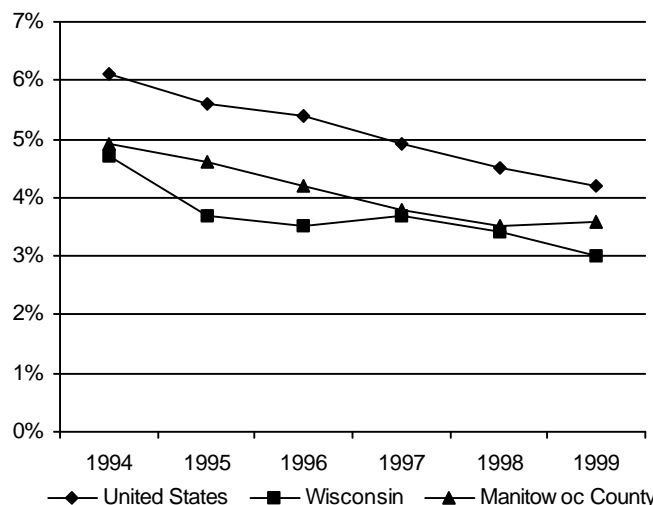
Between 1994 and 1999, the size of the labor force in Manitowoc County has decreased by 700 workers. During the same time period, the number of workers that have identified themselves as employed has remained unchanged. The decline in workers especially during the last year has made the area's unemployment rate quite stable, with the number of reported unemployed dropping.

Nonfarm wage and salary employment (NFWS) in Manitowoc County has increased by 2,500 workers from 1994 to 1999. This brought NFWS employment up to 37,900. An increase of 7.1 percent. Most of the growth occurred during the first four years of the period, as NFWS employment only increased by 0.1 of a percentage point between 1998 and 1999.

During the 1990's, Manitowoc's unemployment rate has been above the state average, but below the national average. Manitowoc's unemployment rate like the U. S. and the state has benefited from a healthy economy and has dropped steadily. Although the declining rate has not just declined due to an improving economy, it has also dropped due to fewer workers in the labor force.

During the last several years the rate has been be-

Unemployment Rate Comparison



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

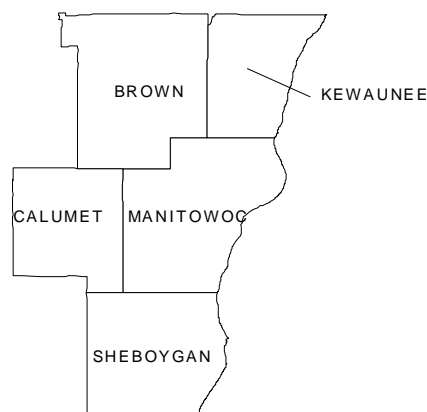
low 4.0 percent and many employers have experienced difficulty in finding qualified workers.

Since 1997, the average annual unemployment rate in the county has remained very steady in the upper three percent bracket. While the low unemployment rate is good, the trend is slightly different than the state and nation, which continued to decline between 1997 and 1999.

## Manitowoc County Commuting Patterns

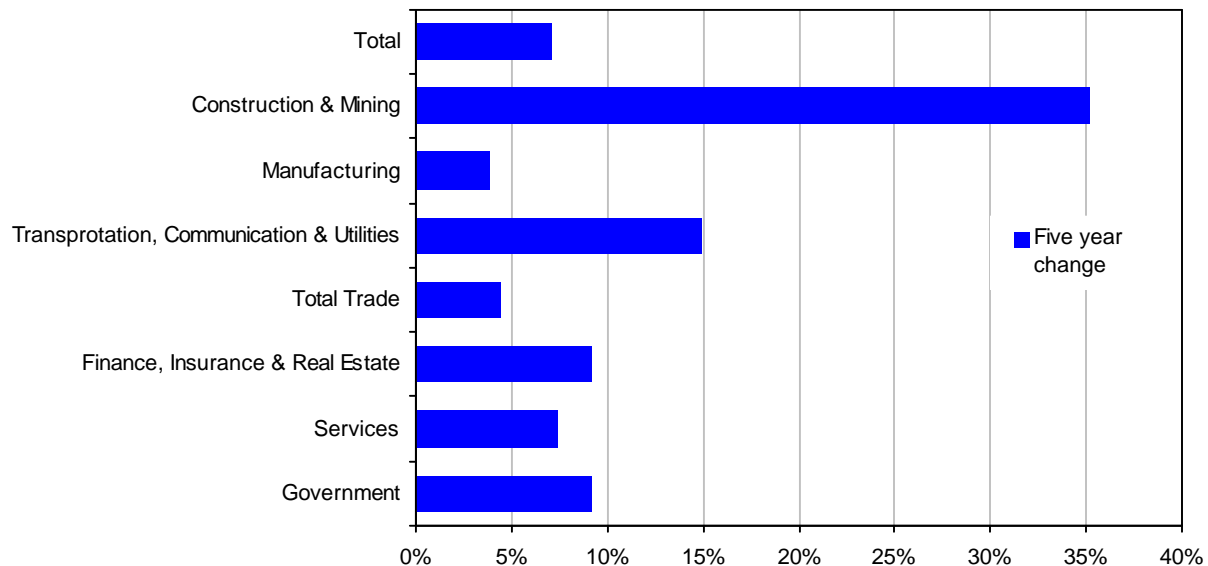
Commuting patterns information has not been updated since the 1990 census, and data from the 2000 census probably will not be available until sometime next year. While there most likely will be changes in the number of workers that commute in and out of Manitowoc County each day to work, the destinations and origins will probably be very similar. The number of workers leaving the county will most likely remain larger than the number of workers coming to Manitowoc for work.

In 1990 the primary destinations for Manitowoc County workers were Sheboygan, Calumet, and Brown Counties in that order. Nearly 2,400 workers worked in Sheboygan County, while Calumet had about 1,400 and another 1,100 went to Brown County. Approximately 20 percent of the area's labor force left the county or about 6,200 workers. To replace these workers just over 1,900 came from outside the county to work in Manitowoc for a net loss of just under 4,300. Most likely the pattern remains similar today, except the numbers are larger.



Interstate 43 is the primary route for over 50 percent of the outbound commuters. These are generally going north to Green Bay in the Brown County area or south to Sheboygan County. The highway is easily accessible to the Cities of Manitowoc and Two Rivers, the largest communities in the county. This provides direct access to these areas. U.S. highway 10 provides a link to Calumet County and over to the Appleton - Oshkosh metropolitan area, while US 151 provides access to the City of Fond du Lac. Most of these areas are within a 45 minute or less drive.

## Manitowoc County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change 1 year	5 year
<b>Total</b>	35,405	35,929	35,395	36,214	37,883	37,910	0.1%	7.1%
<b>Goods Producing</b>	14,929	15,262	14,617	15,298	16,226	15,914	-1.9%	6.6%
Construction & Mining	1,318	1,526	1,468	1,612	1,740	1,782	2.4%	35.2%
Manufacturing	13,611	13,735	13,149	13,687	14,487	14,132	-2.4%	3.8%
Durable	10,686	10,636	10,184	10,689	11,439	11,122	-2.8%	4.1%
Nondurable	2,925	3,099	2,965	2,997	3,047	3,010	-1.2%	2.9%
<b>Service Producing</b>	20,476	20,668	20,778	20,916	21,656	21,997	1.6%	7.4%
Transportation, Communications & Utilities	1,512	1,558	1,538	1,532	1,629	1,739	6.7%	15.0%
Total Trade	6,803	6,761	6,825	6,926	7,017	7,104	1.2%	4.4%
Wholesale	1,049	1,018	1,051	1,125	1,211	1,232	1.7%	17.5%
Retail	5,754	5,743	5,773	5,801	5,806	5,872	1.1%	2.1%
Finance, Insurance, and Real Estate	863	874	885	912	939	943	0.3%	9.2%
Services & Misc.	7,277	7,323	7,336	7,273	7,725	7,820	1.2%	7.5%
Total Government	4,020	4,151	4,195	4,273	4,345	4,391	1.1%	9.2%

Source: WI DWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary (NFWS) employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the jobholder has multiple jobs. This information is referred to as "place of work" data.

Based on the 1990 census, Manitowoc county although it loses more workers than it gains, it has a relatively low percentage of workers that commute outside of the county to their jobs. It also has a very high percentage of jobs in the manufacturing industry. Although companies in this industry were hurt during the recessions of the 1980's and early 1990's and had been slow to recover, they still command over 37 percent of NFWS employment. The City of Manitowoc has an industrial park adjacent to the I-43 corridor which has resulted in the addition of several hundred jobs, many of these were in manufacturing sector. During the last five years manufacturing has increased by 3.8 percent although it has declined between 1998 and 1999.

Nonfarm wage and salary employment has grown faster than the labor force over the last five years, as it increased by 2,500 compared to a decrease of 700 in the labor force. This created a tight labor market for employers seeking new workers during the last several years. The fastest growth during the last five was in construction, which increased by 35.2 percent.

# Manitowoc County's Largest Industries and Employers

## Top 10 Industry Groups

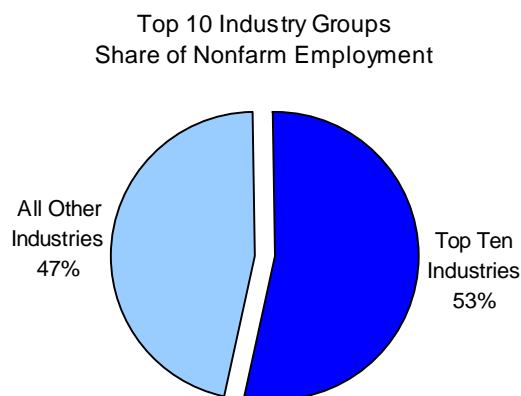
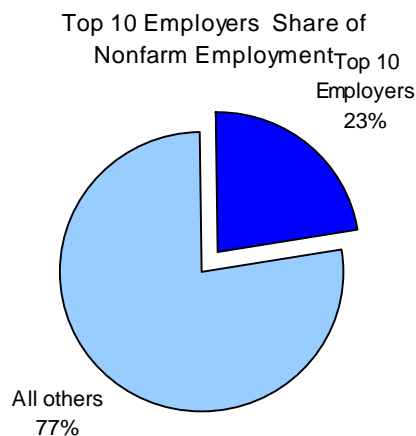
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Fabricated Metal Products	27	3,699	68	273
Health Services	70	2,928	7	94
Industrial Machinery And Equipment	35	2,857	88	-225
Educational Services	14	2,508	29	281
Eating And Drinking Places	136	2,203	-22	38
Executive, Legislative, And General	31	1,500	-13	-35
Food And Kindred Products	16	1,285	6	24
Primary Metal Industries	*	*	*	*
Instruments And Related Products	*	*	*	*
Special Trade Contractors	130	1,005	148	258

\*data suppressed to maintain confidentiality

## Top 10 Employers

Company	Product or Service	Size
Newell Operating Co	Household Utensils	1000+
Holy Family Memorial Group	Hospital Services	1000+
Fisher Hamilton LLC	Laboratory Apparatus and Furniture	1000+
DAYCO Eastman LLC	Hose and Coupling Mfg.	500-999
Manitowoc Public School District	Public Education	500-999
Wisconsin Electric Power Co	Electric Utility	500-999
County Of Manitowoc	County Government Services	500-999
Federalmogul Piston Rings Inc	Carburetors, Pistons, Rings, & Valves	500-999
Manitowoc Cranes Inc	Construction Machinery/Cranes	500-999
Wisconsin Aluminum Foundry Co Inc	Aluminum Foundry	500-999

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



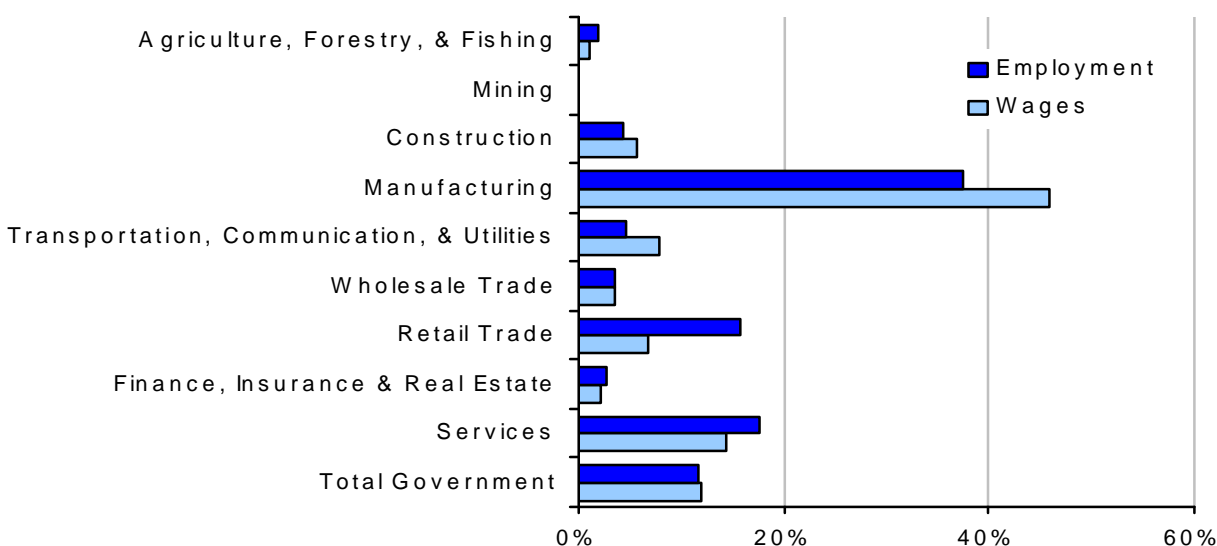
During 1999, there were 1,904 public and private employers in Manitowoc County with nearly 38,000 jobs. The ten largest employers in the county, provided 23 percent of these jobs. All of these employers had at least 500 or more workers. With a high percentage of employment in the manufacturing sector, it is not surprising that six of the ten largest employers in the county are in the manufacturing sector. While government is listed twice on the list of largest employers, it should be noted that government employment only makes up about 11.6 percent of the county's employment, well below the national average.

Manufacturing is represented five times in the top ten industry groups. Each industry group is made up of more than one employer. It is interesting to note that these top ten industry groups make up 53 percent of all the nonfarm wage and salary employers in the county. Of note, there have been plant closings and cut backs in both the instruments and related products industry and fabricated metals industries since this data was released, and they may no longer rank in top ten industries in the county.

# Manitowoc County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$28,052	\$29,609	94.7%	4.7%	25.1%	35,825
Agriculture, Forestry, & Fishing	\$17,719	\$21,499	82.4%	3.3%	16.9%	641
Mining	*	\$39,968	*	*	*	*
Construction	\$36,382	\$36,772	98.9%	3.8%	30.7%	1,573
Manufacturing	\$34,269	\$37,773	90.7%	5.1%	22.8%	13,462
Transportation, Communications, & Utilities	\$47,095	\$34,523	136.4%	10.2%	49.3%	1,679
Wholesale Trade	\$28,017	\$38,048	73.6%	3.5%	9.4%	1,246
Retail Trade	\$12,141	\$15,066	80.6%	4.1%	20.7%	5,688
Finance, Insurance, & Real estate	\$23,563	\$37,911	62.2%	1.2%	22.2%	951
Services	\$22,909	\$26,041	88.0%	5.1%	35.5%	6,326
Total Government	\$29,160	\$32,017	91.1%	3.0%	15.9%	4,153

Total Employment and Wage Distribution by Industry Division



Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

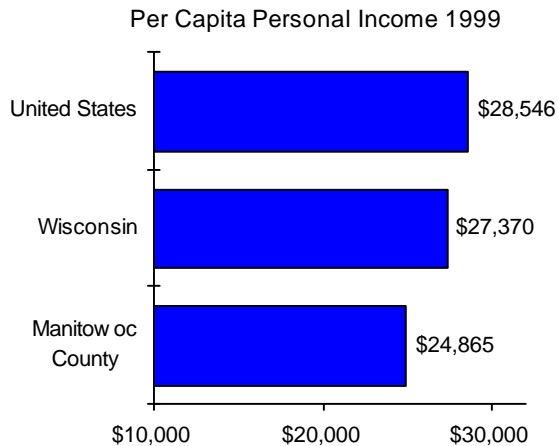
The average annual wage paid by employers in Manitowoc was 28,052 in 1999, up from \$26,803 in 1998. Although this was a significant over the year increase, it only increased the average salary by 0.7 of a percentage point when compared to the state average annual salary of 29,609.

Manufacturing employment represents about 37 percent of nonfarm wage and salary employment, yet accounts for 46 percent of the total annual payroll paid in Manitowoc County. This makes manufacturing a primary source of income and employment in the county. Earnings in this sector are usually higher than other sectors because most of the jobs are full time and often offer overtime. Wages in manufacturing were below the state average, and while Manitowoc County has several large employers, wages are often higher in the larger metropolitan areas of the state which brings up the state average. Retail trade employment represents a larger proportion of employment than wages for the county. The retail trade industry employs large numbers of new entrants in the labor force and over 50 percent of the positions are part-time. In Manitowoc County retail trade represents 15.0 percent of employment, yet only 7.0 percent cent of the total wages paid.

Wages in the finance, insurance, and real estate industry (FIRE) has the lowest ratio of average wages compared to the state average of all the industry sectors in Manitowoc. This is due in part because Manitowoc County does not have a corporate office or major processing center in this industry. Thus there are fewer managerial and technical positions, which often pay higher wages. A large number of the positions in this industry within Manitowoc County are teller positions which are entry-level and often part-time. On the opposite end of the spectrum is the transportation, communications, and public utilities industry which is at 136.4 percent of the state average. This is due in part to the nuclear power plant located in the county.



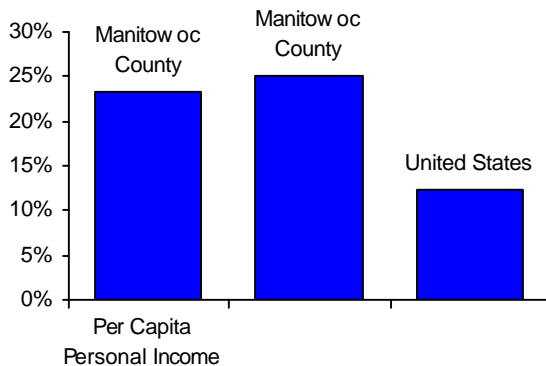
## Manitowoc County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

Manitowoc County's per capita income ranked 26th out of Wisconsin's 72 counties in 1999 down from 19th in 1998. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents.

Over the past five years, Manitowoc County per capita income has increased by 23.3 percent while average annual wages earned in Manitowoc County have increased by 25.1 percent. The faster rate for wages may be due to wages only being the measure of one item in Income, while per capita income is a more inclusive measurement.



Wages and income in the Manitowoc area are influenced by the health of the U. S. and global economies. Many of the products produced in the county are for export out of the county for use in the United States and abroad, and depend on a healthy global economy for continued sales.

Per Capita Personal Income

	1994	1995	1996	1997	1998	1999	Percent Change	
							1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Manitowoc County	\$20,168	\$20,591	\$21,666	\$22,705	\$24,184	\$24,865	2.8%	23.3%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Cashiers	\$ 7.00	\$ 7.01
Computer Support Specialists	\$ 15.47	\$ 17.90
Extruding/Forming Mach Oprs	\$ 11.94	\$ 12.10
Furniture Finishers	\$ 8.55	\$ 8.87
General Office Clerks	\$ 8.73	\$ 9.36
Home Health Aides	\$ 8.13	\$ 8.37
Janitors and Cleaners	\$ 8.29	\$ 8.78
Machinist	\$ 13.91	\$ 12.68
Machine feeder/offbearer	\$ 8.81	\$ 8.92
Nurse aide	\$ 8.87	\$ 8.77
Registered Nurses	\$ 18.66	\$ 18.86
Salesperson, retail	\$ 7.86	\$ 9.60
Team Assemblers	\$ 8.05	\$ 8.11
Truck Drivers/Heavy or TractorTrailer	\$ 15.43	\$ 15.97
Welders & Cutters	\$ 12.81	\$ 12.61

Source: DWD, BWI, 1999 OES wage survey for the Sheboygan MSA

The wages for the selected occupations in this table were reported by employers in the Sheboygan metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

Because occupational wages are not available by county, the attached table lists wages for common occupations from the Sheboygan MSA as it corresponds most closely with wages in Manitowoc County. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmi>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.